

**AMERICAN - Standard**

AMERICAN RADIATOR & STANDARD SANITARY CORPORATION

GERALD F. SANDER  
VICE PRESIDENT PERSONNEL

40 WEST 40<sup>TH</sup> STREET  
NEW YORK 18, N. Y.

July 15, 1964

Mr. James R. Hoffa  
General President  
International Brotherhood of Teamsters  
Chauffeurs, Warehousemen & Helpers of America  
25 Louisiana Avenue, NW  
Washington 1, D.C.

Dear Mr. Hoffa:

Your letter of July 6, 1964, addressed to Mr. J.A. Grazier has been referred to me for reply.

Your request for information regarding our employees in Teamster bargaining units should be submitted by each local union, which is certified under the Labor Management Relations Act as bargaining representative of such employees, to the appropriate management representatives at the company location. Our local management representatives will be happy to consider any such request when it is timely and made in accordance with the provisions of labor law and the current collective bargaining agreement and if such information is required to enable the union to meet its bargaining responsibility.

This is consistent with our long-standing labor relations policy, and we wish to assure you that we will meet and negotiate with your local unions, whose local agreements with us are open for bargaining.

Your letter suggests that you are unaware that our Amstan Supply Division contributes in many instances to Teamsters' Pension Funds and in addition that our company at each location voluntarily supplies data each year on the operation of the American Radiator & Standard Sanitary Corporation Pension Plan as it applies to local bargaining units. Also, you may be interested to know that employee information was requested of us

Mr. James R. Hoffa

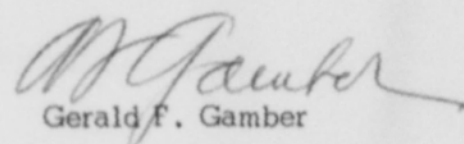
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July 15, 1964

recently regarding our employees at the Grand Rapids Branch of our Amstar Supply Division. The Grand Rapids Branch Manager has replied to the request of the local Teamster office, and negotiations are about to begin.

We must decline your request to meet and confer with any group not certified as collective bargaining agent for our employees at our local plants or branches.

Very truly yours,

  
Gerald F. Gamber

GFG/aff

From the Desk of:

HAROLD GIBBONS

July 2, 1964

Date

Roy: Okay, send this out on International  
stationery - Mr. Fiora's signature - and send  
blind copies to Locals involved.

HJG

AFL-CIO

Industrial Union Dept.  
X American Radiator &  
Standard Sanitary Corp.

Office of the General President

To: H. J. Gibbons

6/30/64

From: Roy Barnes

DATE

The IFT is participating in the IUD American Radiator & Standard Sanitary Corporation Committee along with other AFL-CIO affiliates in a program to establish joint negotiations with this company. I have been appointed a member of the Steering Committee.

The Committee has recommended that we attempt to coordinate collective bargaining on this company's pension plan. In accordance with this program, it is necessary that certain materials be obtained from the company to facilitate setting up this program. It was also recommended that the General Presidents of each International Union request the American Radiator and Standard Sanitary Corp. to meet with the IUD Coordinating Committee.

The attached letter is a draft which is to be sent to the company from each of the International Unions. Please advise whether we should send this letter over General President Hoffe's signature.

RB/ls  
Encl.

Office of the General President

To: M. J. Gibbons

From: Ray Barnes

AFL-CIO

Industrial Union Dept.

American Radiator &

Standard Sanitary Corp.

8/30/64

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RB/ls  
Encl.

June 29, 1964

Mr. Don Doherty, Coordinator  
Collective Bargaining Services  
Industrial Union Department  
815 Sixteenth Street, N.W.  
Washington, D. C. 20006

Dear Mr. Doherty:

Thank you for the material concerning American Radiator &  
Standard Sanitary Corporation.

Please be advised that our International Union will cooperate  
in forwarding a draft letter similar to your's to the company  
requesting information on their pension program.

Very truly yours,

Roy Barnes  
Research

RB/le





# INDUSTRIAL UNION DEPARTMENT

815 SIXTEENTH STREET, N. W., WASHINGTON, D. C. 20006 • EXECUTIVE 3-5581

WALTER P. REUTHER  
PRESIDENT  
JAMES B. CAREY  
SECRETARY-TREASURER

June 22, 1964

TO: All Steering Committee Members  
American Radiator & Standard Sanitary Corp. IUD Committee

## GREETINGS:

Here is a draft copy of the proposed letter which is to be sent by the President of your union to the President of the company.

Would you please let us know by return mail if you are in agreement with the intent.

Awaiting your reply, I am

Sincerely and fraternally,

Don Doherty, Coordinator  
Collective Bargaining Services

DD:geg  
oelu #2 afl-cio

VICE PRESIDENTS: J. W. AREL • JOSEPH A. BEIRNE • GEORGE BURROCK • JOSEPH P. CURRAN • EARL F. FELLER • MAX GREENBERG  
J. F. HARTUNG • ALBERT J. HAYES • RALPH HELSTEIN • O. A. KNIGHT • WALTER L. MITCHELL • PAUL L. PHILLIPS  
WILLIAM POLLOCK • FRANK ROSENBLUM • LOUIS STULBERG • ARNOLD ZANDER

Mr. J. A. Grasier, President  
American Radiator & Standard Sanitary Corp.

40 N. 40 St.

New York City 17

Dear Mr. Grasier:

With this letter we notify you that our American Radiator & Standard Sanitary Corp. local unions desire to negotiate changes in their pension plans through a newly created national coordinating committee made up of representatives of the International Association of Machinists, the International Brotherhood of Boilermakers and Blacksmiths, the United Automobile Workers of America, the United Steelworkers of America, the International Brotherhood of Teamsters, and the Standard Allied Trades Council.

In order that the Committee can negotiate the changes more intelligently, we are requesting the following information:

A census in summary form of all employees in our bargaining units broken down for males and females and listing:

Ages  
Years of service  
Hourly rate

We would also like a list of the present retirees indicating:

The date of retirement.  
The age at which the employee retired.  
His average annual earnings at the time of retirement.  
His years of continuous service at retirement.  
His monthly pension.  
The method used to calculate the benefit (1% formula or \$2.50-\$2.60 minimum).  
The type of option selected which has changed the amount of normal benefit.

We would hope this information could be supplied to us within the next thirty days.

We hereby request the American Radiator & Standard Sanitary Corp. to meet and confer with the American Radiator & Standard Sanitary Corp. National Coordinating Committee representing local unions at your plants which are affiliated with the aforementioned International Unions at a time and place mutually agreeable, for the purpose of negotiating changes in the Company's pension plan.

Yours very truly,

JRH



AMERICAN RADIATOR AND STANDARD SANITARY CORPORATION - LOCAL UNIONS

#311 - Baltimore  
#348 - Akron  
#697 - Wheeling  
#315 - Martinez  
#406 - Grand Rapids  
#908 - Lima  
#69 - Louisville  
#20 - Toledo  
#82 - Canton  
#249 - Pittsburgh  
#120 - St. Paul  
#364 - South Bend  
#682 - St. Louis  
#175 - Charleston

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS • WAREHOUSEMEN & HELPERS  
OF AMERICA

MINI-MAIL PRINCIPAL OFFICE, 2601 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
25 LOUISIANA AVE., N.W.  
WASHINGTON 1, D. C.



June 30, 1964

AFL-CIO

*Industrial Union  
Department*

TO: All Local Unions Having Agreements  
With American Radiator & Standard  
Sanitary Corporation

Dear Sir and Brothers:

The Industrial Union Department of the AFL-CIO invited the Teamsters' Union to participate in a program of joint negotiations with the American Radiator & Standard Sanitary Corporation. This is to advise you that I have participated in the recent meeting of the IUD American Radiator Committee as a representative of both the International Union and various local unions which have agreements with the company. As the Teamsters' representative, I have been appointed to the Steering Committee of the above named committee.

To keep you advised of developments concerning American Radiator, I am enclosing a report of the June 11 and 12 meeting held in Washington, D. C., as well as an attendance list and a complete survey of the company.

It is the intention of the IUD American Radiator Committee to establish joint negotiations with the company concerning its pension plan which is basically uniform for its operating subsidiaries, although it is negotiated locally by each of the various local unions dealing with this company. Attached to the report of the meeting is a sample letter which we would appreciate your sending to the company representative with whom you negotiate requesting information to enable us to evaluate the company's pension plan. I would appreciate hearing from you concerning these developments and, as soon as possible, please forward to me a copy of the pension agreement with American Radiator.

Fraternally yours,

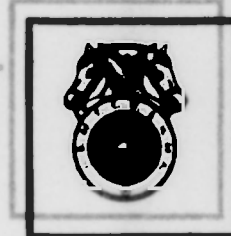
*Roy Barnea*  
Roy Barnea  
Research

RB/la  
Encls.

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CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

MAIN AND PRINCIPAL OFFICE: 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF  
- JAMES R. HOFFA -  
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Fraternally yours,

*Roy Barnes*  
Roy Barnes  
Research

RB/ls  
Encls.

ATL-210

Industrial Union  
Department

June 5, 1964

Mr. Steve Harrie  
Industrial Union Department  
81 Sixteenth Street, N.W.  
Washington, D. C.

Dear Mr. Harrie:

In accordance with your request of this morning, I am enclosing information concerning the Teamsters' Central States and Western Conference Pension Plans and the insurance agreement between Teamsters' Local Union #515 and American Radiator and Standard Sanitary Corporation. At the present time I have no information about the health insurance plan with Local Union #69 in Louisville, Kentucky, however, I would assume it is similar to the plan of the other unions at that particular location.

Please let me know if you need additional information concerning this matter.

Fraternally yours,

Roy Barnes  
Research

RB/ls  
Encls.

APL-CIO  
Industrial Union Dept.  
X

September 1, 1960

C  
O  
P  
Y  
Mrs. Mildred Joiner  
Research Department  
Industrial Union Dept. - APL-CIO  
818 - 16th Street, N.W.  
Washington, D. C.

Dear Mrs. Joiner:

In accordance with your telephone request recently, I am enclosing copies of the insurance and pension plans covering employees of American Radiator & Standard Sanitary Corporation with the following local unions: #75, #247 and #247. We have requested this information from Local Union #20 and as soon as it is received we shall forward it on to you. Also, Local Union #22 will obtain a copy of the pension plan and forward to us and we will send it on.

Enclosed are two additional contracts between American Radiator & Standard Sanitary Corporation and Local Union #598, Los Angeles, California and Local Union #692, Long Beach, California.

I hope this information will be helpful.

Very truly yours,

Lynn Padleton  
Secretary to Mr. Weiss

lp  
Encls.



~~ADMIN. FILE~~  
A-7-1-C-50 -  
Industrial Union  
Department

August 23, 1960

C  
O  
P  
Y

Mrs. Mildred Joiner  
Research Department  
Industrial Union Dept. - AFL-CIO  
815 - 16th Street, N.W.  
Washington, D. C.

Dear Mrs. Joiner:

Mr. Weiss is presently on vacation and he asked that I forward you the contracts between American Radiator and Standard Sanitary Corporation and various lamenter local unions as follows:

Local Union #20	Toledo, Ohio
#76	Green Bay, Wisconsin
#89	Louisville, Kentucky
#92	Canton, Ohio
#247	Detroit, Michigan
#315	Richmond, California
#311	Baltimore, Maryland
#406	Grand Rapids, Michigan
#467	San Bernardino, California
#678	Los Angeles, California
#697	Wheeling, West Virginia

We have contacted other local unions and when we receive copies of their contracts with American Radiator and Standard Sanitary Corp. we will forward them to you.

Please let us know if we may be of any further assistance.

Very truly yours,

Lyns Pendleton  
Secretary to Mr. Weiss

lp  
Easle.



*File*  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

OFFICE OF  
• JAMES R. HOFFA •  
GENERAL PRESIDENT  
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



February 15, 1961

HEADQUARTERS  
*Research Department*

TO: Teamster Local Unions Having  
Contracts with American Radiator  
and Standard Sanitary Corporation

Dear Sir and Brother:

Our records indicate that your local union has an agreement with the above named company. I am enclosing a copy of an analysis of this company prepared by the Industrial Union Department of the AFL-CIO, which includes information on the company's financial structure, as well as an analysis of the contracts negotiated by this company with a number of AFL-CIO unions as well as with the Teamsters.

The contract analysis includes information on wage rates, union security, major fringe benefits and information on the company's insurance programs and negotiated supplements to the company-wide pension plan. The last page of this report includes a brief listing of various miscellaneous clauses of interest.

I hope you find this report helpful in your dealings with this company. Please let me know if I may be of any further assistance.

Faternally yours,

*Abraham Weiss*

Abraham Weiss  
Economist

AW/lp

Encl.

Sent to the following Teamster local unions:

20  
75  
89  
92  
120  
175  
247  
311  
315  
348  
364  
406  
467  
578  
598  
682  
692  
697  
775  
781  
908

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
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Abraham Weiss  
Economist

AM/lp

Encl.

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